WOMEN
IN THE
PRINCE EDWARD ISLAND
LABOUR FORCE
- AN UPDATE -

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TABLE OF CONTENTS

ITEM	PAGE
EXECUTIVE SUMMARY	1
PARTICIPATION RATES	1
LABOUR FORCE	2
EMPLOYMENT	3
UNEMPLOYMENT	4
EDUCATIONAL LEVELS	5
INCOME	6
WOMEN ENTREPRENEURS	6
INTRODUCTION	7
POPULATION	8
PARTICIPATION RATES (CENSUS DATA)	9
PARTICIPATION RATES BY SEX (LABOUR FORCE SURVEY)	15
SEASONAL PARTICIPATION RATE	17
LABOUR FORCE	19
LABOUR FORCE BY OCCUPATION BY SEX	22
LABOUR FORCE BY INDUSTRY BY SEX	28
EMPLOYMENT	33
EMPLOYMENT BY SEX	34
FULL-TIME, PART-TIME EMPLOYMENT	36
NUMBER OF WEEKS WORKED IN 1980	38
UNEMPLOYMENT	40
UNEMPLOYMENT RATE	40
UNEMPLOYMENT INSURANCE ACTIVE CLAIM COUNT	41
FEMALE UNEMPLOYMENT INSURANCE CLAIMANTS BY LOCATION	44

ITEM	PAGE
UNEMPLOYMENT INSURANCE CLAIMANTS BY OCCUPATION AND BY SEX	47
EDUCATION ATTAINMENT BY SEX	50
EMPLOYMENT STATUS OF FEMALES BY LEVEL OF EDUCATION	52
EMPLOYMENT INCOME BY SEX	54
EMPLOYMENT INCOME BY OCCUPATION BY SEX	56
WAGE RATES BY OCCUPATION	58
AVERAGE INCOME BY EDUCATION BY SEX	59
GRADUATE EARNINGS FROM THE STUDENT FOLLOW-UP SURVEY	61
WOMEN ENTREPRENEURS	65
CONCLUSION	67
APPENDIX I -EXPLANATION OF DIFFERENCES BETWEEN CENSUS AND LABOUR FORCE SURVEY DATA	(i & ii)

LIST OF TABLES

TABLE #	ITEM	PAGE
1	TOTAL POPULATION AND POPULATION 15 YEARS AND OVER BY SEX PRINCE EDWARD ISLAND 1921-1981..	8
2	PARTICIPATION RATES BY SEX FOR PRINCE EDWARD ISLAND AND CANADA 1921-1981.....	10
3	PRINCE EDWARD ISLAND FEMALE PARTICIPATION RATES BY AGE 1951-1981.....	12
4	PRINCE EDWARD ISLAND FEMALE PARTICIPATION RATES BY MARITAL STATUS 1951-1981.....	13
5	PARTICIPATION RATES BY SEX FOR PRINCE EDWARD ISLAND AND CANADA 1975-1985.....	15
6	PRINCE EDWARD ISLAND PARTICIPATION RATES BY SEX BY MONTH 1985.....	18
7	LABOUR FORCE BY SEX FOR PRINCE EDWARD ISLAND 1975-1985.....	20
8	LABOUR FORCE BY SEX FOR PRINCE EDWARD ISLAND 1951 AND 1981.....	21
9	LABOUR FORCE 15 YEARS OF AGE AND OVER BY OCCUPATION AND SEX, PRINCE EDWARD ISLAND 1971 and 1981.....	23
10	FEMALE LABOUR FORCE BY OCCUPATION FOR CANADA, NOVA SCOTIA, NEW BRUNSWICK AND NEWFOUNDLAND, 1971 AND 1981.....	26
11	LABOUR FORCE 15 YEARS OF AGE AND OVER BY INDUSTRY BY SEX PRINCE EDWARD ISLAND 1971, 1981.	29
12	FEMALE LABOUR FORCE BY INDUSTRY FOR CANADA, NOVA SCOTIA, NEW BRUNSWICK AND NEWFOUNDLAND 1971 AND 1981.....	32
13	EMPLOYMENT BY SEX FOR PRINCE EDWARD ISLAND... 1975 - 1985.....	34
14	EMPLOYMENT BY SEX FOR PRINCE EDWARD ISLAND..... 1971, 1976 AND 1981.....	35
15	POPULATION 15 YEARS AND OVER WHO WORKED IN 1980, WHETHER WORKED MOSTLY FULL-TIME OR PART-TIME. CANADA AND PRINCE EDWARD ISLAND.....	37

TABLE #	ITEM	PAGE
16	FEMALE POPULATION 15 YEARS AND OVER WHO WORKED IN 1980 BY NUMBER OF WEEKS WORKED IN 1980 AND WHETHER THESE WERE WEEKS MOSTLY FULL TIME OR PART TIME. PRINCE EDWARD ISLAND.....	39
17	UNEMPLOYMENT RATES BY SEX FOR CANADA AND PRINCE EDWARD ISLAND 1971, 1976 AND 1981.....	40
18	UNEMPLOYMENT INSURANCE CLAIMANTS BY SEX BY MONTH FOR PRINCE EDWARD ISLAND 1984, 1985.....	42
19	FEMALE UNEMPLOYMENT INSURANCE CLAIMANTS BY REGIONS BY MONTH FOR 1985.....	45
20	AVERAGE UNEMPLOYMENT INSURANCE CLAIMANTS BY OCCUPATION BY SEX. PRINCE EDWARD ISLAND 1985.....	47
21	POPULATION 15 YEARS AND OVER BY SEX, SHOWING HIGHEST LEVEL OF SCHOOLING. PRINCE EDWARD ISLAND 1971, 1976 AND 1981.....	51
22	FEMALE POPULATION 15 YEARS AND OVER BY EMPLOYMENT STATUS BY HIGHEST LEVEL OF EDUCATION. PRINCE EDWARD ISLAND 1981.....	53
23	EMPLOYMENT INCOME BY LEVEL OF INCOME BY SEX FOR PRINCE EDWARD ISLAND 1981.....	55
24	AVERAGE EMPLOYMENT INCOME BY OCCUPATION BY SEX FOR PRINCE EDWARD ISLAND, 1981.....	57
25	POPULATION 15 YEARS AND OVER BY AVERAGE INCOME BY EDUCATION BY SEX PRINCE EDWARD ISLAND 1981.....	60
26	1985 AVERAGE ANNUAL EARNINGS BY LEVEL OF EDUCATION BY SEX FOR SELECTED OCCUPATIONS.....	63

EXECUTIVE SUMMARY

PARTICIPATION RATES:

- In 1921 there were approximately 30,000 females in the working age population. This remained relatively stable between 1921 and 1961.
- Between 1961 and 1981 the working age population for females increased by 43 percent compared to 32 percent for males.
- The Prince Edward Island female participation rate increased by 36 percentage points between 1921 and 1981.
- Female participation rates for Canada and Prince Edward Island are still well below the male rates.
- The major increase in the female participation rates has been in the 20 - 64 age category.
- The participation rate for females betweeen 25 - 34 years old increased by almost 50 percentage points between 1951 and 1981.
- There was a tremendous increase (45 percentage points) in the participation rate of married women during 1951-1981.
- The main reasons women work outside the home are to: support themselves and to supplement their income.
- The labour force survey data is consistent with the census data, as the female participation rates have increased steadily between 1975 and 1985 from 41 percent to 52 percent.

Female participation rates increased at a faster rate in Prince Edward Island (11%) than in Canada (10%) between 1975-1985.

- Seasonal fluctuations are also evident in the participation rates on Prince Edward Island. During 1985 the male and female participation rates peaked in July.

LABOUR FORCE

- On average women accounted for 40 percent of the Prince Edward Island labour force between 1975 and 1985.
- The Prince Edward Island female labour force increased by 47 percent between 1975 and 1985.
- Comparing 1975 and 1985, the number of females entering the labour force outnumbered the number of males two to one (8,000 compared to 4,000).
- The census data recorded an increase of 55 percent in the female labour force between 1971 and 1981.
- The female labour force increased at a faster rate than the male labour force between 1951 and 1981.
- Clerical and related occupations accounted for the largest share of females in both the 1971 and 1981 labour force in Canada and the Atlantic Region.
- More and more females are entering predominantly female occupations (for example, teaching, medicine and health and clerical). However, females are also entering some traditionally male occupations at a faster rate than males for example, occupations in the Social Sciences.

- Clerical and related occupations accounted for the largest increase in the female labour force between 1971 and 1981 in the Atlantic Region.
- The community business and personal service industries accounted for the largest share of the 1971 and 1981 female labour force for Canada and the Atlantic Provinces.
- The community business and personal service industries also accounted for the largest increase in the female labour force both nationally and regionally (Atlantic Region) between 1971 and 1981.

EMPLOYMENT

- Between 1975 and 1985 employment levels for women in Prince Edward Island increased by 47 percent, while employment levels for men increased by 7 percent.
- Females accounted for a higher percentage of total employment in 1981 (40%) compared to 1971 (33%).
- The majority of males (86%) and females (67%) in Prince Edward Island who worked in 1980 worked mostly full-time.
- There was a higher percentage of males than females in both Canada and Prince Edward Island who worked full-time.
- Fifty percent of the females who worked for 1-13 weeks in 1980 worked mostly part-time while the remaining 50 percent worked mostly full time.

- The majority of females who worked 14 - 52 weeks in 1980 worked mostly full-time.

UNEMPLOYMENT

- Between 1971 and 1981 the female unemployment rate in Prince Edward Island increased by 6 percentage points, while the male unemployment rate increased by 5 percentage points.
- In 1984 and 1985 males on average accounted for 60 percent of the total number of unemployment insurance claimants while females accounted for the remaining 40 percent (corresponding to the labour force distribution of approximately 60% male and 40% female).
- Between 1984 and 1985 the number of female unemployment insurance claimants increased at a faster rate than the number of males.
- The number of male claimants tends to fluctuate more than the number of female claimants.
- Summerside had the highest percentage of female unemployment insurance claimants (41%) for 1985 compared to 33 percent for Charlottetown and 27 percent for Montague.
- Summerside experiences a larger increase in the number of claimants between the summer and winter compared to Montague and Charlottetown.
- The percentage of female claimants in each region within Prince Edward Island is consistent with the percentage

of female claimants for the Province.

- In 1985, the highest number of female unemployment insurance claimants in Prince Edward Island was in the clerical and related occupations.
- Females who were unemployed were last employed in traditionally female occupations.

EDUCATIONAL LEVELS

- In 1981 a higher percentage of the females (45%) had attained an education level of Grade 9 - 12.
- A higher percentage of females had an education level of Grade 9 - 12 and some post-secondary education compared to males.
- Between 1971 and 1981 the percentage of females with some post-secondary education and university degrees increased, thus more and more females are seeking a higher education.
- The higher the level of education attained by females, the less likely they will be unemployed. For example, 20 percent of the females with less than a Grade 9 education were unemployed, while only 10 percent of the females with a university degree were unemployed.
- The largest number of females employed (5,325) had attained a Grade 9 - 12 education without a certificate or diploma.

INCOME

- In 1981 the largest percentage of females (22%) reported employment income under $2,000.
- Fifty-one percent of the females reported employment income under $5,000, while 29 percent of the males reported employment income under $5,000.
- The average employment income for males ($11,561) was almost twice the average female employment income ($6,405).
- Females within the teaching occupation ($13,199) had the highest average employment income for all women.
- Males are earning higher employment income than females in the same occupations.
- Wage rates in 1985 for some of the typically 'male occupations' are somewhat higher than typically 'female occupations'.
- Females with the highest average income had a university education with a degree or certificate above the bachelor level.
- Female graduates from both university and community college earned less than male graduates in 1985.
- Male graduates from university and community college earned more than females in the same occupation.

WOMEN ENTREPRENEURS

- Between 1970 and 1983, the number of business proprietors in Canada increased by 38 percent, while the number of female business proprietors increased by 178%.
- The main reasons why women start their own business are the desire for independence and to utilize a talent or skill.
- Women entrepreneurs are likely to be subjected to attitudinal barriers and are likely to feel restraint because of family obligations.

INTRODUCTION

Since World War II, the number of women working for pay has dramatically increased. This labour market trend needs to be examined in order to explain the role of women in the Prince Edward Island economy. A variety of data sources will be utilized in this report including the Department of Industry's 1984 PEI Student Follow-up Survey.

The objectives of this report are - a) to present an analysis of the labour market experiences of females within Prince Edward Island and b) to update the 1983 Women in the PEI Labour Force Publication.

The trends will be discussed under the following major subject areas:

- Population
- Participation rates
- Labour force by industry and occupation
- Employment and unemployment
- Income levels
- Educational Attainment and
- Women Entrepreneurs

This report will conclude with the highlights of the findings. The first issue to be addressed is the distribution of Prince Edward Island's population by sex over the past several decades.

POPULATION:

The number of women in the working age population (population 15 years and over) has increased dramatically during the last several decades. **Table 1** illustrates the total population and the population 15 years and over by sex for Prince Edward Island from 1921-1981.

TABLE 1

TOTAL POPULATION AND POPULATION 15 YEARS AND OVER BY SEX

PRINCE EDWARD ISLAND, 1921-1981

(THOUSANDS)

		POPULATION 15 YEARS AND OVER				
		TOTAL	MALE		FEMALE	
TOTAL	POPULATION		#	%	#	%
1921	88.6	59.9	30.3	50.6	29.6	49.4
1931	88.0	59.9	31.1	51.9	28.8	48.1
1941	95.0	66.4	34.7	52.3	31.7	47.7
1951	98.4	65.5	33.4	51.0	32.1	49.0
1961	104.6	66.9	34.2	51.1	32.7	48.9
1971	111.6	76.2	38.1	50.0	38.1	50.0
1981	122.5	92.1	45.3	49.2	46.8	50.8

SOURCE: Statistics Canada 91-512 (for 1921-1971) and 92-901 (for 1981)

In 1921 for example, there were approximately 30,000 females in the working age population (population 15 years and over). This figure remained fairly stable between 1921 and 1961, however, the number rapidly increased between 1961 and 1981. The

number of females increased by 43% compared to 32% for males between 1961 and 1981.

Thus, the number of women in the working age population has increased in the last 20 years. There are 14,100 more women 15 years and over in 1981 then in 1961. Hence, the number of women in the working age population has increased considerably. This leads one to question what percentage of women have entered the labour force.

PARTICIPATION RATES: (CENSUS DATA):

The participation rate is defined as the percentage of the working age population who are either working or seeking work. Two data sources will be used to examine female participation rates:

a) Statistics Canada's Census of Canada and

b) Statistics Canada's Labour Force Survey

The Census of Canada data will be used first to demonstrate historical trends. **Table 2** presents participation rates by sex for Canada and Prince Edward Island from 1921-1981.

TABLE 2

PARTICIPATION RATES BY SEX FOR PRINCE EDWARD ISLAND AND CANADA

1921-1981

	PRINCE EDWARD ISLAND			CANADA		
	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
1921	51.5	88.7	13.5	54.6	88.7	17.6
1931	53.3	88.7	15.0	55.2	87.5	19.6
1941	53.5	87.7	16.1	54.2	85.8	20.7
1951	51.9	84.0	18.5	54.2	83.8	24.1
1961	51.0	76.1	24.7	53.7	77.7	29.5
1971	56.6	75.0	38.1	57.3	75.7	39.2
1981	61.9	74.7	49.4	64.8	78.2	51.8

NOTE: Caution must be used when comparing historical census data, due to the differing methodology used to obtain the statistics

SOURCE: 94-702 (1921-1971) 92-915 (1981)

Table 2 clearly indicates the large increase in the participation rates for Prince Edward Island and Canada. Between 1921 and 1981, the participation rates for Canada and Prince Edward Island showed significant changes. The total participation rate for Prince Edward Island increased by 10.4 percentage points from 51.5 percent in 1921 to 61.9 percent in 1981. The Prince Edward Island female participation rate increased by 36 percentage points between 1921 and 1981. However, the male participation rate declined by 14 percentage points from 88.7 percent in 1921 to 74.7 percent in 1981.

Similarly for Canada, the total participation rate increased by 10.2 percentage points between 1921 and 1981. The female participation rate during this same time period increased by 34 percentage points, while the male participation rate declined by 11 percentage points.

The decline experienced in the male participation rate may be due to early retirement and young males remaining in school longer.

Even though the female participation rates have increased considerably between 1921 and 1981, the female participation rates are still well below the male participation rates for both Canada and Prince Edward Island. It is also interesting to consider the female participation rate by age in order to determine what age group has experienced the most significant change over the past thirty years. **Table 3** presents the Prince Edward Island female participation rates by age for 1951-1981.

TABLE 3

PRINCE EDWARD ISLAND FEMALE PARTICIPATION RATES BY AGE: 1951-1981

	PARTICIPATION RATES (%)				
AGE	1951	1961	1971	1976	1981
Overall Female	18.7	24.9	38.7	45.4	49.4
15-19	33.2	29.9	34.1	43.8	41.2
20-24	39.9	43.8	64.5	69.3	77.4
25-34	17.8	23.6	45.1	56.6	67.1
35-44	15.3	26.0	42.4	56.5	64.8
45-54	15.5	30.5	47.3	52.0	57.6
55-64	12.3	24.0	38.5	39.4	33.7
65+	5.3	6.9	9.3	8.7	6.6

NOTE: The methodology used to collect labour force data has changed between 1951 and 1971, therefore caution must be used when comparing data during this time period.

SOURCE: Statistics Canada Census Data 94-802, 94-702, 92-915

Although there has been a significant increase in participation rates not all age groups have experienced dramatic change. For example, the rate for those over the age of 65 has fluctuated between five and nine percent. As well, the 15 - 19 age category increased only slightly.

The major increases, however, are in the 20-64 age category. For example, in 1951, 18 percent of women between the

ages of 25-34 participated in the labour force compared to 67 percent in 1981, an increase of almost 50 percentage points.

Another interesting trend in participation rates is the number of married females participating in the labour force. Table 4 presents the annual female participation rates by marital status from 1951-1981.

TABLE 4

PRINCE EDWARD ISLAND FEMALE

PARTICIPATION RATES BY MARITAL STATUS, 1951-1981

YEAR	SINGLE	MARRIED(1)	WIDOWED/DIVORCED
1951	46.2	7.1	14.8
1961	44.4	18.4	18.3
1971	47.4	38.2	22.6
1981	55.8	52.0	24.1

NOTE: The methodolody used to collect labour force data has changed between 1951-1971, therefore caution must be used when comparing data during this time period.

(1) includes separated

SOURCE: Statistic Canada Census Data 94-702, 92-915

As Table 4 demonstrates, the participation rate for single; and widowed and divorced women has increased by almost 10 percentage points compared to a tremendous 45 percentage point increase in the married females category from 1951-1981. Clearly, more and more married women are seeking employment. Indeed, in

general, more women are inclined to seek paid employment outside the home. Women work outside the home for a variety of reasons. For single women the reason is simply to support themselves. Similarly, the widowed and divorced women could be working to supplement other income or to support themselves. Married women, some people assume, work strictly for money to buy the extras. However, many married women must work if their family is to have adequate income to meet their basic needs. Armstrong and Armstrong (1983) point out that there is a strong relationship between the husband's income and the wife's employment because the lower the husband's income, the more likely his wife's labour force participation. Thus, economic necessity would seem to be the major reason for participation in the labour force.

There are other reasons. "More information about and better access to birth control techniques, combined with better domestic technology and more cheaply produced consumer goods, have made it increasingly possible for women to take on second jobs in the labour force." (Armstrong and Armstrong: 1983: 29). Whatever the reason, more women are participating in the labour force.

Thus, the Census data demonstrates a rapid increase in participation rates over the last several decades. Labour Force Survey data will be assessed for the last ten years. Appendix 1 presents a description of the differences in methodology between Statistics Canada's Census and Labour Force Survey data.

PARTICIPATION RATES BY SEX (LABOUR FORCE SURVEY)

Table 5 illustrates the participation rates for males and females in both Prince Edward Island and Canada for 1975-1985 based on the Labour Force Survey data.

TABLE 5

PARTICIPATION RATES BY SEX FOR PRINCE EDWARD ISLAND AND CANADA, 1975-1985

	PRINCE EDWARD ISLAND			CANADA		
YEAR	TOTAL(%)	MALE(%)	FEMALE(%)	TOTAL(%)	MALE(%)	FEMALE(%)
1975	56.5	72.2	41.4	61.1	78.4	44.4
1976	56.7	72.3	41.6	61.1	77.6	45.2
1977	56.9	71.5	42.8	61.6	77.7	46.0
1978	57.7	71.7	44.3	62.7	78.1	47.9
1979	59.0	72.7	45.9	63.4	78.5	49.0
1980	59.2	72.6	46.4	64.1	78.4	50.4
1981	58.7	71.2	46.9	64.8	78.4	51.7
1982	57.8	70.3	45.9	64.1	77.0	51.7
1983	60.2	71.4	49.5	64.4	76.7	52.6
1984	60.2	70.7	50.2	64.8	76.6	53.5
1985	61.9	72.2	51.9	65.2	76.7	54.3

SOURCE: Statistics Canada Labour Force 71-201

Table 5 indicates that the total participation rate for Prince Edward Island increased by 5.4 percentage points from 1975 (56.5%) to 1985 (61.9%). As well, the female participation rate

increased steadily from 41 percent in 1975 to 52 percent in 1985. In contrast, the male participation rates remained constant as 72 percent of males participated in both the 1975 and 1985 labour force.

Between 1975 and 1985 the Canadian participation rates for women increased steadily from 44 percent to 54 percent, an increase of 10 percentage points.

The Canadian male participation rate declined from 78.4% in 1975 to 76.7% in 1985. As stated earlier this may be due to early retirement and younger males staying in school longer.

As well, the female participation rates are considerably lower than those of males for both Prince Edward Island and Canada. For example, the overall male participation rate in 1985 on Prince Edward Island was 72 percent, 20 percentage points higher than the female rate. The 1985 Canadian male rate was 77 percent, 23 percentage points higher than the Canadian female rate. Hence, female participation rates have dramatically increased in the last ten years, but are still well below male rates. This trend is consistent with the Census Data discussed earlier. Female participation rates increased at a faster rate in Prince Edward Island (11%) than in Canada (10%) between 1975 and 1985. The Canadian female participation rates were higher than those of Prince Edward Island. This is consistent with overall participation rates as Canada's has traditionally exceeded Prince Edward Island's

During the course of the year, fluctuations also

occurred in the participation rates on Prince Edward Island. Therefore it is important to determine when seasonal fluctuations occur in the participation rates.

SEASONAL PARTICIPATION RATE

Because of the nature of the Prince Edward Island economy, there is considerable seasonal variation in the Island's participation rate. These seasonal variations are also evident in the male and female participation rates. Increases in the male and female participation rates occur during the summer because of - a) the large number of short term jobs available in the summer months particularly in the farming, fishing and tourism industries and -b) students seeking work during the summer break.

To illustrate the seasonal variation in the male and female participation rates **Table 6** presents the Prince Edward Island male and female participation rates (actual data) by month for 1985.

TABLE 6

PRINCE EDWARD ISLAND PARTICIPATION RATES

BY SEX BY MONTH 1985

MONTH	TOTAL	MALE	FEMALE
January	58.1	67.3	49.3
February	58.4	67.9	49.3
March	60.3	70.6	50.5
April	60.0	70.4	50.0
May	64.5	75.7	53.8
June	66.0	76.6	55.8
July	67.4	78.0	57.3
August	66.8	76.7	57.2
September	62.2	73.1	51.8
October	60.3	71.6	49.3
November	59.9	70.2	50.0
December	58.6	68.5	49.1
Annual Average	61.9	72.2	51.9

SOURCE: Statistics Canada 71-201

The female and male participation rates increased during the summer of 1985 peaking in July at 57.3 percent for females and 78 percent for males.

In December 1985 the female participation rate was the lowest recorded for the year at 49.1 percent with the months of January, February and October only slightly higher at 49.3 percent. During January 1985 the male participation rate was the

lowest recorded for the year at 67 percent.

The male participation rates for each month of 1985 far exceed the female rates which is consistent with the annual data for 1975-1985 discussed earlier.

In addition to changes in the participation rates, it is also interesting to examine the changes that have occurred in the size of the labour force.

LABOUR FORCE

The size of the labour force is determined by the size of the working age population as well as the participation rates. Given the increases in both of these variables one would expect an increase in the size of the labour force. Using Labour Force Survey data **Table 7** confirms that the labour force for Prince Edward Island has increased.

TABLE 7

LABOUR FORCE BY SEX FOR PRINCE EDWARD ISLAND, 1975-1985

	LABOUR FORCE ('000)				
YEAR	TOTAL	MALE	%	FEMALE	%
1975	46	29	63	17	37
1976	46	29	63	17	37
1977	48	30	63	18	37
1978	49	30	61	19	39
1979	52	31	60	21	40
1980	53	32	60	21	40
1981	52	31	60	21	40
1982	52	31	60	21	40
1983	55	32	58	23	42
1984	56	32	57	24	43
1985	58	33	57	25	43

NOTE: Total was calculated by adding male and female

SOURCE: Statistics Canada 71-201

The total Prince Edward Island labour force increased from 46,000 in 1975 to 58,000 in 1985; an increase of 26 percent.

On average, women accounted for approximately 40 percent of the Prince Edward Island labour force between 1975 and 1985 compared to 60 percent for men. For example, in 1985, 43 percent of the labour force were women, while, 57 percent were men.

The Prince Edward Island female labour force increased from 17,000 in 1975 to 25,000 in 1985; an increase of 47 percent. As well, between 1975 and 1985 the Prince Edward Island male labour force increased by 4,000 (13.8%) from 29,000 to 33,000. Hence the number of females entering the labour force outnumber the number of males two to one (8,000 compared to 4,000).

The Census data will also be utilized to examine the Prince Edward Island labour force by sex from 1951 to 1981 as labour force survey data is not available by sex prior to 1975. The Census data is not completely comparable for 1951-1981 due to changes in the methodology used to collect the data. Nevertheless, it will be used here to merely illustrate trends in the growing number of females entering the labour force. The Census data are provided in **Table 8.**

TABLE 8

LABOUR FORCE BY SEX FOR PRINCE EDWARD ISLAND 1951-1981

	LABOUR FORCE ('000)				
YEAR	TOTAL	MALE	%	FEMALE	%
1951	34.2	28.2	82.5	6.0	17.5
1961	34.3	26.2	76.4	8.1	23.6
1971	43.6	28.9	66.3	14.7	33.7
1976	50.6	31.1	61.5	19.5	38.5
1981	56.2	33.4	59.4	22.8	40.6

NOTE: The methodology used to collect labour force data has changed between 1951 and 1981, therefore caution must be used when comparing data during this time period.

SOURCE: Statistics Canada 94-802, 94-702, 92-915

The total Prince Edward Island labour force increased by 29% between 1971 (43,600) and 1981 (56,200). As well, the female labour force increased from 14,700 in 1971 to 22,800 in 1981; an

increase of 55 percent. Also, the male labour force increased by 16 percent from 1971 (28,900) to 1981 (33,400).

In 1951 females accounted for only 18 percent of the labour force but accounted for 41 percent of the labour force by 1981. Males accounted for 83 percent of the labour force in 1951, compared to 59% in 1981. Thus, the female labour force increased at a faster rate than the male labour force between 1951 and 1981.

Given that the size of the labour force has increased, it is important to examine how the labour force is distributed by occupation.

LABOUR FORCE BY OCCUPATION BY SEX

Table 9 presents the labour force by occupation for males and females on Prince Edward Island in 1971 and 1981.

TABLE 9

LABOUR FORCE 15 YEARS OF AGE AND OVER

BY OCCUPATION AND SEX, PRINCE EDWARD ISLAND, 1971 AND 1981

	1971				1981			
	MALE		FEMALE		MALE		FEMALE	
OCCUPATION	#	%	#	%	#	%	#	%
Managerial, Administration and related occupations	960	3.3	240	1.6	2,230	6.5	675	2.8
Natural Sciences, engineering, and Mathematics	575	2.0	60	0.4	965	2.8	170	0.7
Social Sciences	150	0.5	130	0.9	365	1.1	480	2.0
Religion	155	0.5	70	0.5	210	0.6	40	0.2
Teaching	550	1.9	1,380	9.4	755	2.2	1,435	6.1
Medicine and Health	410	1.4	1,400	9.5	505	1.5	2,220	9.4
Artistic, literary, recreational	220	0.8	65	0.4	415	1.2	270	1.1
Clerical and related occupations	1,295	4.5	2,925	19.9	1,500	4.4	5,825	24.6
Sales	2,370	8.2	1,055	7.2	2,410	7.1	2,160	9.1
Service	2,900	10.1	2,815	19.1	2,785	8.1	4,780	20.2
Farming, Horticulture & Animal Husbandry	5,105	17.7	1,000	6.8	4,730	13.8	915	3.9
Fishing, Hunting & Trapping	2,140	7.4	55	0.4	2,690	7.9	285	1.2
Forestry & Logging	125	0.4	-	-	220	0.6	40	0.2
Mining & Quarrying, including oil and gas fields	55	0.2	-	-	70	0.2	-	-
Processing	1,335	4.6	1,025	7.0	1,530	4.5	1,795	7.6
Machining	320	1.1	10	0.1	535	1.6	5	0.02
Product Fabricating, Assembling & Repairing	1,170	4.1	105	0.7	1,935	5.7	235	1.0
Construction Trades	3,225	11.2	20	0.1	4,500	13.2	90	0.4
Transport Equipment Operating	1,785	6.2	25	0.2	2,500	7.3	120	0.5
Material Handling	590	2.0	100	0.7	740	2.2	105	0.4
Other Crafts & Equipment Operating	275	1.0	25	0.2	335	1.0	85	0.4
Occupations not elsewhere classified	585	2.0	105	0.7	870	2.5	185	0.8
Occupations not stated	2,310	8.0	1,780	12.1	910	2.7	920	3.9
Occupations not applicable	240	0.8	330	2.2	470	1.4	860	3.6
Total Labour Force	28,845	99.9	14,720	100.1	34,175	100.1	23,695	100.1

SOURCE: Statistics Canada Census Data 92-920

There was an increase in the number of males and females in the majority of occupations between 1971 and 1981. Between 1971 and 1981 the number of males declined in service and farming occupations while the number of females declined in religion, farming and machining occupations.

Clerical and related occupations (19.9%) accounted for the largest share of females in the 1971 Prince Edward Island labour force. As well, service (19.1%), medicine and health (9.5%) and teaching (9.4%) occupations accounted for a large percentage of the Prince Edward Island female labour force in 1971.

Similarly, clerical and related occupations (24.6%) represented the largest percentage share of the Prince Edward Island female labour force in 1981.

In contrast, farming, horticulture and animal husbandry occupations (17.7%) accounted for the largest share of males in the Prince Edward Island 1971 labour force. In addition, construction trades (11.2%), service (10.1%), sales (8.2%) and fishing, hunting and trapping (7.4%) accounted for a large number of males in the 1971 Prince Edward Island labour force.

In 1981, the majority (13.8%) of males were working in the farming, horticulture and animal husbandry occupations. As well, construction trades (13.2%), service (8.1%), fishing, hunting and trapping (7.9%), transport equipment operating (7.3%) and sales (7.1%) occupations accounted for a large share of the males in the 1981 Prince Edward Island labour force.

Females in 1971 and 1981 accounted for a larger share of the total labour force in teaching, medicine and health and clerical and related occupations. As well, in 1981 females

accounted for a larger share of the total labour force in social science, service and processing occupations, while males accounted for a larger share of the labour force in these occupations in 1971.

Thus, increases in the female labour force is showing a continual increase in occupations that were predominantly female in 1971 (e.g. teaching, medicine and health and clerical and related). Nevertheless, females are also moving at a faster rate than males into some occupations that were predominantly male in the 1970's (e.g. service, processing and social sciences).

It is interesting to note the large increase of females in clerical and related occupations between 1971 and 1981. The total female labour force increased by 8,975 between 1971 (14,720) and 1981 (23,695). Females within the clerical and related occupations increased by 2,900 during this same period. Thus clerical and related occupations accounted for 32 percent of the increase in the female labour force between 1971 and 1981.

It is also interesting to note the large increase in males in the managerial and administrative occupations in 1981 (2,230) compared to 1971 (960).

Similar data on the female labour force by occupation for Canada and the other Atlantic Provinces will now be presented to determine if the trends experienced in Prince Edward Island are consistent with Canada and the Atlantic Region. **Table 10** illustrates the data.

TABLE 10

FEMALE LABOUR FORCE BY OCCUPATION, FOR CANADA, NOVA SCOTIA, NEW BRUNSWICK AND NEWFOUNDLAND 1971 AND 1981

	CANADA				NOVA SCOTIA				NEW BRUNSWICK				NEWFOUNDLAND			
	1971		1981		1971		1981		1971		1981		1971		1981	
OCCUPATION	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Managerial, Administrative & Related	58,305	1.9	202,300	4.0	1,760	1.9	5,230	3.4	1,180	1.6	3,700	3.1	935	2.2	2,395	2.8
Natural Sciences, Engineering & Math.	17,105	0.6	56,880	1.1	455	0.5	1,355	0.9	245	0.3	800	0.7	60	0.1	520	0.6
Social Sciences	29,530	1.0	99,045	2.0	890	0.9	2,875	1.9	590	0.8	2,020	1.7	270	0.6	1,140	1.3
Medicine & Health	242,685	7.9	403,055	8.1	9,095	9.7	15,545	10.2	6,570	8.9	10,095	8.4	4,345	10.3	7,550	8.7
Artistic, Literary, Recreational	21,895	0.7	65,815	1.3	505	0.5	1,585	1.0	355	0.5	1,025	0.8	145	0.3	395	0.5
Clerical & Related	940,180	30.8	1,702,515	34.0	26,340	28.1	47,295	30.9	20,270	27.3	37,495	31.0	9,950	23.6	24,220	28.0
Sales	247,760	8.1	467,395	9.3	9,060	9.7	15,945	10.4	6,720	9.1	10,915	9.0	5,190	12.3	8,630	10.0
Service	447,985	14.7	748,260	15.0	16,700	17.8	26,120	17.1	13,325	18.0	21,610	17.9	7,690	18.3	13,735	15.9
Farming, Horticulture & Animal Husbandry	106,845	3.5	107,560	2.2	1,130	1.2	1,825	1.2	990	1.3	1,380	1.1	195	0.5	280	0.3
Religion	3,710	0.1	8,540	0.2	225	0.2	225	0.1	225	0.3	170	0.1	60	0.1	125	0.1
Teaching	211,120	6.9	290,935	5.8	8,235	8.8	10,080	6.6	6,535	8.8	7,695	6.4	4,155	9.9	6,370	7.4
Fishing, Hunting & Trapping	525	0.0	2,235	0.0	65	0.1	255	0.2	20	0.0	205	0.2	55	0.1	310	0.4
Forestry & Logging	1,415	0.0	5,105	0.1	40	0.0	375	0.2	65	0.1	895	0.7	5	0.0	190	0.2
Mining & Quarrying (Incl.Oil&Gas Fields)	380	0.0	1,625	0.0	-	-	25	0.0	5	0.0	45	0.0	15	0.0	130	0.2

(TABLE 10 CONTINUED)

	CANADA				NOVA SCOTIA				NEW BRUNSWICK				NEWFOUNDLAND			
	1971		1981		1971		1981		1971		1981		1971		1981	
OCCUPATION	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Processing	59,565	2.0	104,615	2.1	3,055	3.3	6,235	4.1	3,890	5.2	8,020	6.6	1,495	3.5	8,940	10.3
Machining	13,675	0.4	20,900	0.4	75	0.1	190	0.1	100	0.1	200	0.2	15	0.0	40	0.0
Product Fabricating, Assembling & Repair.	150,205	4.9	226,725	4.5	2,090	2.2	2,570	1.7	1,065	1.4	1,695	1.4	250	0.6	455	0.5
Construction Trades	5,130	0.2	15,355	0.3	165	0.2	470	0.3	120	0.2	310	0.3	75	0.2	295	0.3
Transport Equipment Operating	8,190	0.3	29,650	0.6	255	0.3	640	0.4	185	0.2	485	0.4	80	0.2	205	0.2
Material Handling	40,455	1.3	55,035	1.1	875	0.9	1,085	0.7	895	1.2	1,005	0.8	175	0.4	370	0.4
Other Crafts & Equip	13,545	0.4	30,240	0.6	320	0.3	645	0.4	195	0.3	405	0.3	100	0.2	270	0.3
Occupations not elsewhere Classified	21,730	0.7	31,050	0.6	165	0.2	945	0.6	145	0.2	735	0.6	90	0.2	495	0.6
Occupations not Stated	319,270	10.5	178,280	3.6	9,460	10.1	5,445	3.6	8,260	11.1	4,435	3.7	5,470	13.0	3,930	4.5
Occupations not Applicable	91,890	3.0	147,150	2.9	2,805	3.0	6,000	3.9	2,225	3.0	5,485	4.5	1,295	3.1	5,630	6.5
TOTAL LABOUR FORCE	3,053,095	99.9	5,000,265	99.8	93,765	100.0	152,960	99.9	74,175	99.9	120,825	99.9	42,115	99.7	86,620	100.0

SOURCE: Statistics Canada 1981 Census 92-920

One can clearly see from Table 10 that the female labour force for each occupation for Canada and the other Atlantic Provinces generally increased between 1971 and 1981. However, there was one exception as the female labour force in Nova Scotia in religious occupations remained constant between 1971 and 1981, while it declined slightly in New Brunswick during this same time period.

Clerical and related occupations accounted for the largest percentage share of females in the 1971 and 1981 labour force both in Canada and in the Atlantic Region. As well, occupations in service, medicine and health, sales and teaching accounted for a large share of the female labour force in Canada and the Atlantic Region which is consistent with Prince Edward Island trends.

Between 1971 and 1981 clearical and related occupations accounted for the largest increase in the female labour force for Canada and the Atlantic Region. This trend was also experienced in Prince Edward Island during the same time period.

Labour force data is also available by Industry and by sex for Canada and the Provinces. This data will be discussed to determine the industries where females are concentrated.

LABOUR FORCE BY INDUSTRY BY SEX

The 1981 Census provides labour force statistics by sex for each industry. **TABLE 11** illustrates this data for Prince Edward Island for 1971 and 1981.

TABLE 11

LABOUR FORCE 15 YEARS OF AGE AND OVER BY INDUSTRY BY SEX, PRINCE EDWARD ISLAND 1971, 1981

	1971				1981			
	MALE		FEMALE		MALE		FEMALE	
OCCUPATION	#	%	#	%	#	%	#	%
Agriculture	4,790	16.7	1,055	7.3	4,710	14.0	1,120	4.9
Forestry	110	0.4	-	-	230	0.7	60	0.3
Fishing and Trapping	2,060	7.2	65	0.5	2,510	7.4	285	1.2
Mines (incl.Milling Quarries & Oil Wells)	50	0.2	-	-	105	0.3	10	0.0
Manufacturing	2,860	10.0	1,345	9.3	3,575	10.6	2,250	9.9
Construction	2,710	9.5	110	0.8	4,060	12.0	360	1.6
Transportation, Communication & Other Utilities	2,655	9.3	450	3.1	3,295	9.8	675	3.0
Trade	4,000	14.0	1,900	13.2	4,605	13.7	3,555	15.6
Finance, Insurance and Real Estate	415	1.5	440	3.1	670	2.0	940	4.1
Community Business & Personal Service	3,195	11.2	6,225	43.3	5,305	15.7	10,365	45.4
Public Administration & Defence	3,620	12.7	1,110	7.7	3,730	11.1	2,345	10.3
Industry unspecified or undefined	2,145	7.5	1,690	11.7	915	2.7	870	3.8
All Industries	28,610		14,390		33,710		22,835	

SOURCE: Statistics Canada, 1981 Census 92-925

Generally, there was an increase in the number of males and females in all industries from 1971 to 1981, with the exception of agriculture. The number of males in the agricultural industries declined slightly from 4,790 in 1971 to 4,710 in 1981.

In 1971 and 1981, the largest number of females in the Prince Edward Island labour force were in the community business and personal service industry. In 1971 there was also a large percentage of the female labour force in the trade (13.2%) and manufacturing (9.3%) industries, while a large percentage were concentrated in the trade (15.6%) and public administration and defence (10.3%) industries in 1981.

In 1971 there was a high percentage of the male labour force in agriculture (16.7%), trade (14.0%) and public administration and defence (12.7%) industries, while a high percentage of the male labour force were in community business and personal service (15.7%), agriculture (14.0%) and trade (13.7%) in 1981.

Between 1971 and 1981 the largest increase in both the male and female labour force occurred in the community business and personal service industries.

There was a larger number of females compared to males in the finance insurance and real estate, and community business and personal service industries in both 1981 and 1971.

It is also interesting to compare the Prince Edward Island labour force by industry with Canada and the Atlantic region to determine if Prince Edward Island trends are consistent

with national and regional trends. **TABLE 12** presents the female labour force by industry for Canada and the Atlantic region.

TABLE 12

FEMALE LABOUR FORCE BY INDUSTRY FOR CANADA NOVA SCOTIA, NEW BRUNSWICK AND NEWFOUNDLAND 1971 AND 1981

	CANADA				NOVA SCOTIA				NEW BRUNSWICK				NEWFOUNDLAND			
	1971		1981		1971		1981		1971		1981		1971		1981	
INDUSTRY	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%
Agriculture	111,565	3.8	117,305	2.4	1,235	1.4	2,000	1.4	1,060	1.5	1,705	1.5	190	0.5	275	0.3
Forestry	3,355	0.1	11,090	0.2	70	0.1	475	0.3	145	0.2	1,075	0.9	30	0.1	305	0.4
Fishing & Trapping	900	0.0	3,480	0.1	85	0.1	385	0.3	40	0.1	185	0.2	65	0.2	295	0.4
Mines (Includes Milling, quarries and Oil wells)	9,365	0.3	29,475	0.6	110	0.1	335	0.2	80	0.1	250	0.2	160	0.4	555	0.7
Manufacturing	404,695	13.7	619,495	12.8	8,050	8.8	13,365	9.1	7,600	10.6	13,765	11.9	2,350	6.8	11,115	13.7
Construction	26,280	0.9	70,700	1.5	675	0.7	1,685	1.1	520	0.7	1,665	1.4	370	0.9	885	1.1
Transportation, Communication & Other Utilities	113,980	3.8	219,245	4.5	3,490	3.8	5,695	3.9	2,915	4.1	4,590	4.0	1,940	4.8	3,135	3.9
Trade	466,190	15.7	849,835	17.5	16,160	17.8	28,155	19.2	12,850	17.9	21,085	18.3	8,050	19.7	15,350	19.0
Finance, Insurance & Real Estate	184,235	6.2	378,830	7.8	4,605	5.1	9,755	6.6	3,155	4.4	6,610	5.7	1,280	3.1	3,765	4.6
Community Business & Personal Service	1,176,045	39.7	2,049,595	42.2	40,895	45.0	67,385	45.9	31,065	43.2	50,780	44.0	18,885	46.3	35,360	43.7
Public Administration & Defence	163,365	5.5	327,680	6.8	6,565	7.2	12,435	8.5	4,720	6.6	9,305	8.1	2,120	5.2	6,060	7.5
Industry Unspecified or Undefined	301,240	10.2	176,380	3.6	9,025	9.9	5,285	3.6	7,805	10.8	4,330	3.8	5,375	13.2	3,895	4.8
All Industries	2,961,215		4,853,110		90,965		146,955		71,955		115,345		40,815		80,995	

SOURCE: Statistics Canada 1981 Census 92-925

Between 1971 and 1981 the number of females in the labour force increased for all industries in Canada and the Atlantic Region.

During 1971 and 1981 the largest number of females in the labour force were in the community business and personal service industry for Canada, Nova Scotia, New Brunswick and Newfoundland.

From Table 12 one can clearly see the largest increase in the female labour force between 1971 and 1981 occurred in the community business and personal service industries.

Thus, the trends which occurred in the Prince Edward Island female labour force at the industry level are consistent with both the National and Atlantic Region trends.

After considering the occupations and industries the female labour force is concentrated in, this leads to the questions, how many of these females are employed? and how many are unemployed?

EMPLOYMENT:

The large increases experienced in both the male and female labour force is also reflected in increases in the numbers who are employed. The labour force survey data and census data will be used to illustrate growth in employment.

Data on the number employed by sex from the labour force survey will be discussed first.

EMPLOYMENT BY SEX:

TABLE 13 illustrates the number of males and females employed on Prince Edward Island during 1975 to 1986.

TABLE 13

EMPLOYMENT BY SEX FOR PRINCE EDWARD ISLAND

1975 - 1985

	TOTAL	MALE		FEMALE	
YEAR	('000)	('000)	%	('000)	%
1975	42	27	64.3	15	35.7
1976	43	27	62.8	16	37.2
1977	43	27	62.8	16	37.2
1978	45	28	62.2	17	37.8
1979	46	28	60.9	18	39.1
1980	48	29	60.4	19	39.6
1981	47	28	59.6	19	40.4
1982	45	27	60.0	18	40.0
1983	48	28	58.3	20	41.7
1984	49	28	57.1	21	42.9
1985	51	29	56.9	22	43.1

SOURCE: Statistics Canada 71-201

There was a much larger number of males employed than females. Nevertheless, between 1975 and 1985 employment levels for women in Prince Edward Island increased by 7,000 (46.7%) from 15,000 to 22,000. During the same period the employment level for

men increased by only 2,000 (7.4%) from 27,000 to 29,000.

In addition, there is a noticeable decline in the employment level for both men and women during 1982. The employment level dropped in 1982 by 1,000 for both males and females compared to 1981. This decrease was perhaps because of the recession.

Data by sex are not available from the labour force survey prior to 1975 therefore, the census data will be used to examine Prince Edward Island employment by sex for 1971, 1976 and 1981. TABLE 14 illustrates this data.

TABLE 14

EMPLOYMENT BY SEX FOR PRINCE EDWARD ISLAND

1971, 1976 AND 1981

	TOTAL	MALE	%	FEMALE	%
1971	41,080	27,515	67.0	13,565	33.0
1976	46,130	28,930	62.7	17,200	37.3
1981	49,595	30,000	60.5	19,595	39.5

SOURCE: Statistics Canada 94-801, 94-702, 92-915

Between 1971 and 1981 the employment level for women increased by 44.4% from 13,565 to 19,595. During the same period the employment level for men increased by 9.0% from 27,515 to 30,000. Thus, the female employment level increased by a much faster rate (44%) than the male rate (9%). As a result females

accounted for a higher percentage of total employment in 1981 (39.5%) compared to 1971 (33.0%). Nevertheless, males still accounted for a larger share of the number employed in 1971 (67.0%) and 1981 (60.5%) compared to females.

Data on employment clearly illustrated females are outnumbered by males. It is also interesting to consider whether females are employed on a full-time or part-time basis.

FULL-TIME AND PART-TIME EMPLOYMENT

It was found earlier that the participation rates for women, particularly married women has increased considerably over the past several decades. Some women decide to take part-time employment which allows them to have an income as well as have time to work at home. **TABLE 15** illustrates data for Prince Edward Island and Canada on the population 15 years and over who worked in 1980, and whether this work was mostly full-time or part-time.

TABLE 15

POPULATION 15 YEARS AND OVER WHO WORKED IN 1980, WHETHER WORKED MOSTLY FULL-TIME OR PART-TIME CANADA AND PRINCE EDWARD ISLAND

	CANADA						PRINCE EDWARD ISLAND					
	TOTAL		MALE		FEMALE		TOTAL		MALE		FEMALE	
WORKED IN 1980	#	%	#	%	#	%	#	%	#	%	#	%
TOTAL	12,609,190		7,378,835		5,230,355		59,785		34,785		25,000	
Mostly full-time	10,191,260	80.8	6,571,860	89.1	3,619,400	69.2	46,730	78.2	29,995	86.2	16,730	66.9
Mostly Part-time	2,417,930	19.2	806,975	10.9	1,610,955	30.8	13,055	21.8	4,790	13.8	8,270	33.1

SOURCE: Statistics Canada 1981 Census 92-916

The majority of males (89%) and females (69%) in Canada who worked in 1980 worked mostly full-time. Similarly, the majority of males (86%) and females (67%) in Prince Edward Island who worked in 1980 worked mostly full-time. There was a higher percentage of males than females in both Canada and Prince Edward Island who worked full-time. In Prince Edward Island there was a higher percentage of males and females who worked mostly part-time compared to Canada.

In addition to the type of employment (full-time or part-time) one must also consider the length of time people are employed.

NUMBER OF WEEKS WORKED IN 1980

Because of the seasonal nature of the Island economy, people who work in some industries are only employed for part of a year. Data from the 1981 Census will be used to illustrate the Prince Edward Island female population 15 years or over who worked in 1980 by the number of weeks worked in 1980 and whether these weeks were mostly full-time or part-time. **TABLE 16** illustrates this data.

TABLE 16

FEMALE POPULATION 15 YEARS AND OVER WHO WORKED IN 1980 BY NUMBER OF WEEKS WORKED IN 1980 AND WHETHER THESE WEEKS WERE MOSTLY FULL-TIME OR PART-TIME. PRINCE EDWARD ISLAND

WEEKS WORKED IN 1980	TOTAL		MOSTLY FULL-TIME		MOSTLY PART-TIME	
TOTAL	25,000		16,730		8,270	
1 - 13 Weeks	4,830	19.3	2,410	14.4	2,420	29.3
14 - 26 Weeks	5,495	22.0	3,515	21.0	1,980	23.9
27 - 39 Weeks	2,350	9.4	1,530	9.1	820	9.9
40 - 48 Weeks	2,395	9.6	1,560	9.3	835	10.1
49 - 52 Weeks	9,930	39.7	7,715	46.1	2,210	26.7

SOURCE: Statistics Canada 1981 Census 92-916

The majority (39.7%) of females who worked in 1980 worked for 49-52 weeks. As well the majority of females who worked mostly full-time (46.1%) worked for 49-52 weeks, while those who worked mostly part-time (29.3%) worked for 1-13 weeks. When one considers the number of weeks worked in 1980, fifty percent of the females who worked for 1-13 weeks in 1980 worked mostly part-time while the remaining 50 percent worked mostly full-time. The majority of females who worked 14-52 weeks in 1980 worked mostly full-time.

As well as discussing employment levels, it is important

to consider the number who are unemployed.

UNEMPLOYMENT

Unemployment levels will be discussed in terms of unemployment rates using Census data. As well, Canada Employment and Immigration Commission data on unemployment insurance claimants will be utilized.

UNEMPLOYMENT RATE

The unemployment rate is defined as the number who are unemployed expressed as a percentage of the total labour force. **TABLE 17** uses Census data to illustrate the unemployment rates by sex for Canada and Prince Edward Island during 1971, 1976 and 1981.

TABLE 17

UNEMPLOYMENT RATES BY SEX FOR

CANADA AND PRINCE EDWARD ISLAND, 1971, 1976 AND 1981

%

	CANADA			PRINCE EDWARD ISLAND		
YEAR	TOTAL	MALE	FEMALE	TOTAL	MALE	FEMALE
1971	7.8	7.3	8.8	5.6	4.6	7.7
1976	6.8	6.1	8.1	8.8	7.1	11.6
1981	7.4	6.5	8.7	11.8	10.3	14.0

SOURCE: Statistics Canada 94-703, 94-801, 92-915

Table 17 clearly demonstrates an increase in the total Prince Edward Island unemployment rate from 1971 (5.6%) to 1981 (11.8%). The Canadian unemployment rate declined slightly (0.4 of a percentage point) during this same time period.

In Prince Edward Island and Canada the female unemployment rate was higher than the male rate. Between 1971 and 1981 the female unemployment rate in Prince Edward Island increased from 7.7% in 1971 to 14.0% in 1981, an increase of 6.3 percentage points. The male unemployment rate during this same time period increased from 4.6% to 10.3 %, an increase of 5.7 percentage points.

In addition to Census data, unemployment insurance active claim counts can be used to measure unemployment levels.

UNEMPLOYMENT INSURANCE ACTIVE CLAIM COUNT

TABLE 18 presents the number of unemployment insurance active claimants by sex by month for Prince Edward Island for 1984 and 1985.

TABLE 18

UNEMPLOYMENT INSURANCE CLAIMANTS BY SEX BY MONTH

FOR PRINCE EDWARD ISLAND 1984, 1985

	1984						1985					
	MALE		FEMALE		TOTAL		MALE		FEMALE		TOTAL	
MONTH	#	%	#	%	#	%	#	%	#	%	#	%
January	10,956	62.4	6,600	37.6	17,556	100.0	11,582	62.1	7,069	37.9	18,651	100.0
February	N/A		N/A		N/A		N/A		N/A		N/A	
March	11,529	62.7	6,866	37.3	18,395	100.0	11,970	61.9	7,379	38.1	19,349	100.0
April	11,521	62.8	6,828	37.2	18,349	100.0	11,863	62.1	7,235	37.9	19,098	100.0
May	11,644	61.9	7,182	38.1	18,826	100.0	11,824	62.2	7,182	37.8	19,006	100.0
June	9,049	58.6	6,380	41.4	15,429	100.0	9,168	59.2	6,323	40.8	15,491	100.0
July	7,922	56.7	6,058	43.3	13,980	100.0	7,588	55.9	5,983	44.1	13,571	100.0
August	7,517	59.1	5,208	40.9	12,725	100.0	7,363	56.7	5,628	43.3	12,991	100.0
September	N/A		N/A		N/A		N/A		N/A		N/A	
October	7,305	56.7	5,587	43.3	12,892	100.0	7,076	54.7	5,861	45.3	12,937	100.0
November	9,146	58.8	6,410	41.2	15,556	100.0	9,227	57.2	6,908	42.8	16,135	100.0
December	10,797	61.0	6,898	39.0	17,695	100.0	11,381	60.2	7,536	39.8	18,917	100.0
AVERAGE	9,739	60.3	6,402	39.7	16,141	100.0	9,904	59.6	6,710	40.4	16,614	100.0

NOTE: Claimant data includes regular and fishing benefits only. Excludes claims for sick benefits, maternity and other special benefits.

SOURCE: Canada Employment and Immigration Commission Administrative Data

March 1985 (19,349) recorded the highest number of unemployment insurance claimants in Prince Edward Island for 1985, while the highest number recorded in 1984 was during the month of May (18,826). It is interesting to note the lowest number of unemployment insurance claimants for 1984 (12,725) was in August, while the lowest month for 1985 (12,937) was October.

The number of male claimants on Prince Edward Island was higher than the number of female claimants for both 1984 and 1985. As a matter of fact, in 1984 and 1985 males on average accounted for 60 percent of the total number of claimants while females accounted for the remaining 40 percent.

The average number of males and females on claim increased between 1984 and 1985. Between 1984 and 1985 the number of males on claim increased by 1.7 percent from 9,739 in 1984 to 9,904 in 1985. During this same time period the number of females on claim increased by 4.8 percent from 6,402 in 1984 to 6,710 in 1985. Thus, the number of females on claim increased at a faster rate than the number of males.

In 1985, the number of females receiving unemployment insurance peaked in December (7,536), while the highest number in 1984 occurred in May (7,128). However, in 1985 the highest number of males on claim occurred in March (11,970), while the highest number of males on claim in 1984 occurred in May (11,644).

During 1985 the number of males receiving unemployment insurance ranged from a high of 11,970 to a low of 7,076 a difference of 4,894. Similarly, during 1985 the number of females

on claim ranged from a high of 7,536 to a low of 5,628, a difference of 1,908. Clearly, the number of male claimants tend to fluctuate more than the number of female claimants. This can be explained by the large number of fishermen on claim during the winter months who return to work each spring.

One must also consider whether the number of females receiving unemployment insurance varies from one location to another within the Province.

FEMALE UNEMPLOYMENT INSURANCE CLAIMANTS BY LOCATION

Canada Employment and Immigration Commission collects unemployment insurance claimant data by sex for three regions (Summerside, Charlottetown and Montague) within Prince Edward Island. **TABLE 19** contains the number of female claimants for the three regions of Prince Edward Island by month for 1985.

TABLE 19

FEMALE UNEMPLOYMENT INSURANCE CLAIMANTS BY REGIONS BY MONTH FOR 1985

MONTH	TOTAL	MONTAGUE		SUMMERSIDE		CHARLOTTETOWN	
		#	%	#	%	#	%
January	7,069	1,900	26.9	2,968	42.0	2,201	31.1
February	N/A	N/A		N/A		N/A	
March	7,379	1,989	27.0	3,044	41.3	2,346	31.8
April	7,235	1,971	27.2	3,006	41.5	2,258	31.2
May	7,182	1,943	27.1	2,965	41.3	2,274	31.7
June	6,323	1,710	27.0	2,431	38.4	2,182	34.5
July	5,983	1,575	26.3	2,285	38.2	2,123	35.5
August	5,628	1,551	27.6	2,196	39.0	1,881	33.4
September	N/A	N/A		N/A		N/A	
October	5,861	1,502	25.6	2,397	40.9	1,962	33.5
November	6,908	1,797	26.0	2,918	42.2	2,193	31.7
December	7,536	1,963	26.0	3,166	42.0	2,407	31.9
AVERAGE	6,711	1,790	26.7	2,738	40.8	2,183	32.5

NOTE: Claimant data includes regular and fishing benefits only. Excludes claims for sick benefits, maternity, and other special benefits.

SOURCE: Canada Employment and Immigration Commission Administrative Data

Table 19 clearly illustrates Summerside had the highest percentage of female unemployment insurance claimants (41%) for 1985 compared to 33% for Charlottetown and 27% for Montague.

During 1985, the highest percentage of female claimants in Montague (27.6%) was during August. The highest percentage of female claimants in Charlottetown (35.5%) was in July, while the highest percentage of female claimants in Summerside (42.2%) was in November 1985.

In 1985, Montague (26.0%) recorded the lowest percentage share of female unemployment claimants during November and December, while Charlottetown (31.1%) recorded it's lowest share in January and Summerside (38.2%) recorded it's lowest share in July.

Thus, Summerside accounts for an even larger share of the female claimants in the winter months compared to Montague and Charlottetown. As a result, Summerside experiences a larger increase in the number of claimants between the summer and winter compared to Montague and Charlottetown.

During 1985, females accounted for 41 percent of the total unemployment insurance claimants in Montague. As well, females accounted for 41 percent of the claimants in Summerside and 42 percent of the claimants in Charlottetown during 1985. Table 18 illustrates on average females accounted for 41 percent of the total unemployment insurance claimants in the Province for 1985. Thus the percentage of female claimants in each region is consistent with the percentage of female claimants for the

Province as a whole. It is interesting to note that females account for approximately 40% of the labour force and 40% of those with an open unemployment insurance claim.

In addition to comparing unemployment insurance claimants by region, it is also important to consider the occupations of both the male and female claimants.

UNEMPLOYMENT INSURANCE CLAIMANTS BY OCCUPATION BY SEX

TABLE 20 illustrates the average unemployment insurance claimants by occupation by sex for Prince Edward Island during 1985.

TABLE 20

AVERAGE UNEMPLOYMENT INSURANCE CLAIMANTS BY OCCUPATION BY SEX. PRINCE EDWARD ISLAND - 1985

	TOTAL		MALE		FEMALE	
OCCUPATION	#	%	#	%	#	%
Managerial, Administrative & Related	215	1.3	161	1.6	54	0.8
Natural Sciences, Engineering & Math.	228	1.4	183	1.8	45	0.7
Social Sciences	133	0.8	41	0.4	92	1.4
Religion	3	0.0	3	0.0	-	-
Teaching	323	1.9	71	0.7	252	3.8
Medicine & Health	361	2.2	22	0.2	339	5.1
Artistic, Literary	64	0.4	38	0.4	26	0.4

TABLE 20 CONTINUED

OCCUPATION	TOTAL #	TOTAL %	MALE #	MALE %	FEMALE #	FEMALE %
Sports, Recreation	15	0.1	10	0.1	5	0.1
Clerical & Related	1,946	11.7	320	3.2	1,626	24.2
Sales	800	4.8	252	2.5	548	8.2
Service	1,838	11.1	433	4.4	1,405	20.9
Farming, Horticulture & Animal Husbandry	910	5.5	514	5.2	396	5.9
Fishing, Hunting & Trapping	1,612	9.7	1,285	13.0	327	4.9
Forestry & Logging	85	0.5	77	0.8	8	0.1
Mining & Quarrying (including oil & gas fields)	25	0.2	25	0.3	0	
Processing	1,422	8.6	318	3.2	1,104	16.4
Machining	205	1.2	200	2.0	5	0.1
Product Fabricating, Assembling & Repairing	549	3.3	446	4.5	103	1.5
Construction Trade	2,342	14.1	2,284	23.1	58	0.9
Transport Equipment Operating	883	5.3	862	8.7	21	0.3
Material Handling	144	0.9	135	1.4	9	0.1
Other Crafts & Equipment Operating	56	0.3	50	0.5	6	0.1

TABLE 20 (CONTINUED)

OCCUPATION	TOTAL #	TOTAL %	MALE #	MALE %	FEMALE #	FEMALE %
Occupation not Elsewhere Classified	2,440	14.7	2,164	21.8	276	4.1
Not Stated or Invalid	19	0.1	12	0.1	17	0.3
TOTAL	16,618	100.1	9,906	99.9	6,712	100.3

NOTE: Claimant data includes regular and fishing claims only. Claims for sick benefits, maternity and other special benefits are excluded.

SOURCE: Canada Employment and Immigration Commission Administrative Data

The highest number of female unemployment insurance claimants in Prince Edward Island was in the clerical and related occupations (1,626 - 24.2%). As well service (20.9%), processing (16.4%) and sales (8.2%) occupations accounted for a large percentage of female claimants. Clearly, females who are unemployed were last employed in traditionally female occupations.

The construction trades occupations (23.1%) accounted for the largest share of male unemployment insurance claimants. Fishing, hunting and trapping (13.0%), and transport equipment operating occupations (8.7%) also accounted for a large share of male claimants.

The level of education attained by the working age population on Prince Edward Island is also an important variable

to consider when discussing labour market trends, as the level of education directly affects employment prospects.

EDUCATION ATTAINMENT BY SEX

TABLE 21 provides data from Statistics Canada 1971, 1976 and 1981 Census on the level of education attained by the population 15 years and over by sex for Prince Edward Island

TABLE 21

POPULATION 15 YEARS AND OVER BY SEX SHOWING HIGHEST LEVEL OF SCHOOLING PRINCE EDWARD ISLAND 1971, 1976 AND 1981

		TOTAL		LESS THAN GRADE 9		GRADES 9-12		SOME POST-SECONDARY		UNIVERSITY DEGREE	
		#	%	#	%	#	%	#	%	#	%
Both Sexes	1971	75,405	100.0	27,840	36.9	32,575	43.2	12,590	16.7	2,405	3.2
	1976	83,775	100.0	24,575	29.3	34,175	40.8	20,745	24.8	4,280	5.1
	1981	90,825	100.0	21,860	24.1	37,985	41.8	25,475	28.0	5,505	6.1
Males	1971	37,910	100.0	16,830	44.4	14,435	38.1	5,025	13.3	1,615	4.3
	1976	41,675	100.0	14,990	36.0	15,670	37.6	8,320	20.0	2,690	6.5
	1981	44,740	100.0	13,395	29.9	17,255	38.6	10,810	24.2	3,275	7.3
Females	1971	37,490	100.0	11,005	29.4	18,135	48.4	7,565	20.2	785	2.1
	1976	42,100	100.0	9,585	22.8	18,500	43.9	12,425	29.5	1,590	3.8
	1981	46,080	100.0	8,460	18.4	20,730	45.0	14,660	31.8	2,230	4.8

SOURCE: Statistics Canada 13-579

In 1981 a higher percentage of the females (45%) had attained an education level of Grade 9 - 12, similarly a large percentage of males (39%) had attained an education level of Grade 9 - 12.

When comparing the male and female levels of education for 1981, one can see that a higher percentage of males had less than a Grade 9 education compared to females and a higher percentage of males had a university degree compared to females. Nevertheless, a higher percentage of females had an education level of Grade 9 - 12 and some post-secondary education compared to males.

Between 1971 and 1981 the percentage of females with some post-secondary education and university degrees increased, thus more and more females are seeking a higher education. This is also true for males, as a higher percentage of males had some post-secondary education and university degrees in 1981 compared to 1971.

As education plays a very important part in obtaining employment, it is interesting to observe the employment status of females in Prince Edward Island according to their level of education.

EMPLOYMENT STATUS OF FEMALES BY LEVEL OF EDUCATION

TABLE 22 illustrates the employment status of the female working age population in Prince Edward Island by level of education.

TABLE 22

FEMALE POPULATION 15 YEARS AND OVER BY EMPLOYMENT STATUS BY HIGHEST LEVEL OF EDUCATION, PRINCE EDWARD ISLAND 1981

	EMPLOYMENT STATUS			
	EMPLOYED		UNEMPLOYED	
EDUCATIONAL LEVEL	#	%	#	%
Less than Grade 9	1,720	79.8	435	20.2
Grade 9-12 without Certificate or Diploma	5,325	84.5	980	15.5
Grade 9-12 with high school Certificate or Diploma	2,145	84.0	410	16.0
Trades Certificate or Diploma	2,365	89.1	290	10.9
Some University or other non-University Without Certificate or Diploma	2,525	83.3	505	16.7
University or other non-University with Certificate or Diploma	4,005	91.1	390	8.9
University Degree	1,520	89.7	175	10.3
TOTAL	19,605	86.0	3,185	14.0

SOURCE: Statistics Canada 1981 Census 92-915

From Table 22 it is evident that 80 percent of the females with less than a Grade 9 education were employed while the remaining 20 percent were unemployed. As well, 90 percent of the females with a university degree were employed, compared to 10 percent who were unemployed. Thus Table 22 clearly illustrates the higher the level of education attained by females the less likely they are to be unemployed, as 20 percent of the females with less than a Grade 9 education were unemployed, while only 10 percent of the females with a university degree were unemployed.

Within each level of education, at least 80 percent of the females were employed.

The largest number of females employed (5,325) had attained a Grade 9 - 12 education without a certificate or diploma. Similarly, the largest number of females (980) who were unemployed had attained a Grade 9 - 12 education without a certificate or diploma.

In addition to discussing the employment status of females by their level of education, it is also interesting to consider their level of income.

EMPLOYMENT INCOME BY SEX

The 1981 Census provides information on the number reporting employment income by level of income by sex for Prince Edward Island. **TABLE 23** provides this data.

TABLE 23

EMPLOYMENT INCOME BY LEVEL OF INCOME BY SEX FOR PRINCE EDWARD ISLAND 1981

	MALE		FEMALE	
EMPLOYMENT INCOME	#	%	#	%
Under $2,000	4,250	12.6	6,190	25.7
$2,000 - $4,999	5,595	16.6	6,045	25.1
$5,000 - $9,999	7,045	20.9	5,785	24.0
$10,000 - $11,999	3,100	9.2	2,030	8.4
$12,000 - $14,999	3,650	10.8	1,895	7.9
$15,000 and over	10,065	29.9	2,140	8.9
TOTAL	33,705	100.0	24,085	100.0
Average Employment Income	$11,561		$6,405	

SOURCE: Statistics Canada 1981 Census E-572

A higher percentage of males (30%) reported employment income of $15,000 or more in 1981, while the largest percentage of females (26%) reported employment income under $2,000. Indeed 51 percent of the females reported employment income under $5,000 while 29 percent of the males reported employment income under $5,000. Only 9 percent of the females in Prince Edward Island reported income of $15,000 or more, while 30 percent of the males had income of $15,000 or more.

The average employment income for males in 1981 was $11,561 while the average employment income for females was

$6,405. Thus the average employment income for males was almost twice the average female employment income. Table 23 clearly shows that men on average earn more than women.

It is also interesting to examine employment income for males and females for specific occupations in order to determine whether men are earning more than women in the same occupations.

EMPLOYMENT INCOME BY OCCUPATION BY SEX

TABLE 24 illustrates the average employment income by occupation and sex within Prince Edward Island during 1981.

TABLE 24

AVERAGE EMPLOYMENT INCOME BY OCCUPATION BY SEX FOR PRINCE EDWARD ISLAND, 1981

OCCUPATION	MALE $	FEMALE $
Managerial, Administrative & Related	20,091	10,384
Natural Sciences, Engineering & Math	15,007	...
Social Sciences	16,483	8,181
Teaching	19,358	13,199
Medicine & Health	30,665	9,103
Artistic, Literary & Recreational	10,593	5,122
Clerical & Related	10,625	7,199
Sales	12,336	4,422
Service	11,708	4,125
Farming, Horticulture & Animal Husbandry	7,283	3,128
Fishing & Trapping	8,974	2,643
Processing	7,457	3,725
Machining	10,946	...
Product Fabricating, Assembling & Repair	10,685	4,727
Construction Trades	10,153	...
Transport Equipment Operating	11,925	...
Material Handling	6,392	...
Other Crafts & Equipment Operating	14,588	...
Occupations not Elsewhere Classified	7,070	...

NOTE: ... data not available

SOURCE: Statistics Canada Census Data 92-930

From Table 24, it is evident that males are earning higher employment income than females in the same occupations. From an earlier section on employment it was found that there was a higher percentage of the female labour force in the service and clerical and related occupations, nevertheless males employed within these occupations are earning higher incomes than females.

Females within the teaching occupation ($13,199) had the highest average employment income for all women. The medicine and health occupation ($30,665) accounted for the highest average employment income for males. The type of position an individual holds within an occupation can affect the level of income. Traditionally, females within the medicine and health occupations are more likely to be nurses while some males within this occupation are doctors, and the salaries received by nurses is lower than the salary received by doctors.

Generally, the medicine and health, managerial and administrative, and teaching occupations accounted for the largest employment incomes for both males and females.

Data are also available from the 1985 Labour Canada Survey of Wage Rates, Salaries and Hours of Labour for various occupations in Prince Edward Island.

WAGE RATES BY OCCUPATION

Hourly wage rates for females in selected typically "female occupations" are as follows:

- registered nursing attendants ($9.15),

- junior office clerk ($7.92)
- cashier sales ($7.56)
- junior secretary ($9.12) and
- fish products hand packager ($5.72)

Hourly wage rates for some of the typically 'male occupations' are somewhat higher:

- electrical repairer ($12.58)
- plumber ($12.26)
- carpenter ($10.31)
- truck drivers - heavy ($9.08) and
- labourer ($8.03)

In addition to examining income by occupation one must also consider income levels by educational attainment.

AVERAGE INCOME BY EDUCATION BY SEX

The average income of males and females on Prince Edward Island according to their level of education is presented in **TABLE 25.**

TABLE 25

POPULATION 15 YEARS AND OVER BY AVERAGE INCOME BY EDUCATION BY SEX PRINCE EDWARD ISLAND, 1981

EDUCATIONAL LEVEL	AVERAGE INCOME $ MALE	FEMALE
Less than Grade 9	8,774	4,660
Grades 9-12 without certificate or diploma	9,406	4,384
Grades 9-12 with high school certificate or diploma	10,959	5,159
Trades certificate or diploma	12,756	7,109
Other non-university education without other non-university certificate or diploma	10,692	5,908
Other non-university education with other non-university certificate or diploma	15,335	7,643
Some university without certificate or degree	11,152	5,879
Some university with certificate below bachelor level or with other non-university certificate or diploma	15,030	10,055
University with bachelor or first professional degree	21,409	11,693
University with degree or certificate above bachelor level	21,709	16,272

SOURCE: Statistics Canada 1981 Census 92-931

Table 25 illustrates, females with the highest average income had a university education with a degree or certificate above the bachelor level. As well, those females with some university with certificate below the bachelor level or with other non-university certificate or diploma ($10,055), and females with university with a bachelor or first professional degree ($11,693) reported higher average incomes.

Males with a university education with a degree or certificate above the bachelor level ($21,709) recorded the highest average male income.

Indeed, it is obvious that a person's level of education affects his/her income, as Table 25 illustrates the higher one's educational attainment, the higher the income.

As well, the level of earnings received by graduates can be discussed using the annual Student Follow-up Survey.

GRADUATE EARNINGS FROM THE STUDENT FOLLOW-UP SURVEY

The annual Student Follow-up Survey conducted by the Prince Edward Island Department of Industry collects information on both average annual earnings and occupational data of graduates. The results from the 1984 Student Follow-up Survey showed female university graduates earned on average $14,500 in 1985, while male university graduates earned on average $17,900 in 1985. Similarly, female graduates from Community College were earning on average $11,500 in 1985 compared to males who earned on average $18,400 in 1985. Thus female graduates from both

university and community college earned less than male graduates in 1985.

The 1984 Student Follow-up Survey also provides annual average earnings for selected occupations for both university and community college graduates. **TABLE 26** presents the data.

TABLE 26

1985 AVERAGE ANNUAL EARNINGS BY LEVEL OF EDUCATION BY SEX FOR SELECTED OCCUPATIONS

OCCUPATION	UNIVERSITY GRADUATE AVERAGE ANNUAL EARNINGS ($) MALE	FEMALE	COMMUNITY COLLEGE GRADUATE AVERAGE ANNUAL EARNINGS ($) MALE	FEMALE
Managerial, Administrative & Related	18,000	15,600	22,500	12,200
Teaching and Related	25,200	22,700	N/A	N/A
Clerical and Related	15,900	10,300	15,100	11,800
Sales	17,600	9,800	10,500	7,000
Service	12,900	10,300	22,000	9,100
Average number of graduates reporting earnings	39	47	53	72

N/A - Not Available

NOTE: Not all occupations are listed, only those occupations where sufficient data was available to compare male and female earnings are included. Therefore, the number of graduates reporting earnings includes only those graduates reporting earnings in the listed occupation and not the total number of graduates who reported earnings in the survey.

SOURCE: 1984 Student Follow-up Survey, Question 10(a), 10 (g)

Male graduates from university and community college earned more than females in the same occupations.

The teaching and related occupations accounted for the highest annual earnings ($22,700) of female university graduates. Female graduates from community college had the highest annual earnings in managerial, administrative and related occupations ($12,200).

When comparing female earnings within the same occupations, it is apparent that female college graduates ($11,800) earned more than female university graduates ($10,300) in the clerical and related occupations, while female university graduates earned more in the other selected occupations.

The highest annual earnings ($25,200) for male university graduates was in the teaching and related occupations. However, the managerial, administrative and related occupations accounted for the highest annual earnings ($22,500) for male college graduates.

It is also interesting to note that earnings for male college graduates in managerial, administrative and related occupations was almost twice as high as female college graduates. This may be because graduates of the police academy would be included in the occupation and a large number of police academy graduates are male. Clearly wage inequality is one of the problems women face in the labour market, even though more and more women entered the labour market. Women have also encountered other barriers upon entering the labour force particularly women

who have chosen to start their own business.

WOMEN ENTREPRENEURS

The number of women who own-operate their own business has increased considerably during the 1970's and 1980's. Revenue Canada Taxation Statistics indicate the number of business proprietors in Canada increased by 38 percent between 1970 and 1983, while the number of female business proprietors increased by 178 percent. In 1978, Thorne Reddall, a chartered accountancy firm conducted a sample survey of small business starts and found 74 percent of new businesses were owned by women and 26 percent owned by men. As well, the Small Business Secretariat forecasted 75,000 business starts in 1984 and suggests approximately 50,000 will be owned by females.

The success rate of businesses owned by women is also higher than the rate for men. A research study conducted on small businesses three years after start-up indicated 25 percent of male owned businesses remained in operation compared to 47 percent of women owned businesses.

The main reasons why women seek employment outside the home were to supplement other income and to support themselves. (See page 14 for additional information). One also questions, what motivates women to start their own business? Lois Stevenson conducted a sample survey on women who own small businesses in the Maritime Provinces and found the main reasons why women start their own business are the desire for independence (i.e. to be

their own boss) and to utilize a talent or skill.

Although there has been a large increase in the number of women entrepreneurs during the past decade, women are still experiencing barriers they feel are unique to them. In her study "An Investigation of the Entrepreneurial Experience of Women: Implications for Small Business Policy in Canada." Lois Stevenson reported ".....42 percent of respondents indicated they had experienced barriers unique to them as women business owners and felt stereotyped attitudes did present problems to them especially in the early stages of business development." Stevenson's study also reported that women are likely to be subjected to attitudinal barriers for example, when dealing with bankers and government agencies. Also women are likely to feel restraint because of family obligations. Thus, in addition to occupational segregation and wage inequality women business owners experience a number of other barriers.

What can we conclude from the analysis of the women in the labour force data?

CONCLUSION:

In general, the Prince Edward Island population and participation rates have increased considerably over the last several decades, resulting in an increase of the Prince Edward Island labour force. As well, employment and unemployment levels have increased.

In particular, the number of women in the Prince Edward Island working age population has dramatically increased in the last 20 years. There were 14,100 more women in the working age population in 1981 than in 1961.

The overall Prince Edward Island female participation rate has increased by 36 percentage points between 1921 and 1981. The main increases of female participation rates were observed in women aged 20-64 years. As well, there was a tremendous (45 percentage) increase in the number of married females participating in the labour force from 1951-1981. Women seek employment outside of the home mainly to supplement other income and to support themselves. Seasonal fluctuations are also evident in the participation rates on Prince Edward Island, as 1985 data illustrate both the male and female participation rates peaked in July.

Within the labour force it is apparent that women continue to work in the traditional occupations: clerical, service, teaching, and medicine and health.

Between 1971 and 1981 the largest increase in both the male and female labour force occurred in the community business

and personal service industries. Employment levels for women in Prince Edward Island increased by 47 percent between 1975 and 1985, while male employment levels increased by only seven percent during this time period. In 1981, there was a higher percentage of males then females who worked full time.

In 1984 and 1985 males on average accounted for 60 percent of the total number of unemployment insurance claimants, while females accounted for the remaining 40 percent. The Summerside area had the largest percentage of female unemployment insurance claimants in Prince Edward Island.

Between 1971 and 1981 the percentage of females with some post-secondary education and university degrees increased, thus more and more females are seeking a higher level of education. The largest number of females employed (5,325) had attained a Grade 9-12 education without a certificate or diploma.

The average employment income for males in 1981 was $11,561, while the average employment income for females was $6,405. Thus males on average were earning almost twice as much as females. As well, males are earning higher income than females in the same occupations. Also, 1985 wage rates for typically "male occupations" were higher than those for typically "female occupations."

The 1984 Student Follow-up Survey illustrated that females graduating from both university and community college earned less than male graduates in 1985. This was also true for selected occupations.

In conclusion, while more and more women have entered the labour force, they continue to occupy traditionally female occupations. In addition, women earn approximately 60% of what males earn. In addition to occupational segregation and wage inequity, women business owners experience a number of other barriers, for example attitudinal barriers and restraint because of family obligations. Much needs to be done if women are to obtain labour force equality.

APPENDIX 1

EXPLANATION OF DIFFERENCES BETWEEN CENSUS AND LABOUR FORCE SURVEY DATA

There are two sources for information on population and labour force statistics.

In addition to labour force activity from the Census data, Statistics Canada provides monthly labour force data for Canada and the Provinces from its Labour Force Survey. The data collected in the monthly Labour Force Survey differs from the Census data in the sampling and methodology. The 1981 Census data on labour force is based on a survey of every fifth household on Prince Edward Island, while the Labour Force Survey picks a random sample of 1,421 households on Prince Edward Island each month.

In the Labour Force Survey a particular household is retained in the sample for six months then it is replaced by another randomly selected household. In the 1981 Census, the labour force activity refers to the labour market activity of the population 15 years and over who in the week prior to enumeration (June 3, 1981) were employed, unemployed or not in the labour force. Annual data from the Labour Force Survey represents an annual average of the monthly results of the survey during the year. The monthly estimates of employment, unemployment, and non-labour force activity refers to the specific week covered by the survey each month, normally the week containing the 15th day.

Although the labour force survey sampling and

methodology differs from the labour force activity from the Census data, there is only a small variation in the data provided from the two sources. For example, in 1976 the labour force survey recorded 17,000 females in the labour force, similarly the 1976 Census recorded 19,500 females in the labour force. For 1981 the labour force survey recorded 21,000 females in the labour force, while the 1981 Census recorded 22,800 females. Similarly, the labour force survey and the 1981 Census show only small variations in the participation rates for females in 1976 and 1981.

Thus either source provides useful labour market information on women.